PROVINCE OF SASKATCHEWAN

10-11

PLAN FOR 2010-11

MINISTRY OF
ADVANCED EDUCATION,
EMPLOYMENT AND LABOUR

MINISTRY PLAN FOR 2010-11

Statement from the Minister

Saskatchewan is a vibrant place to study, live, and work. As Minister of Advanced Education, Employment and Labour (AEEL) and Minister Responsible for Immigration, I am pleased to present the Ministry's Plan for the upcoming year, which is in alignment with Government's direction for 2010-11.

AEEL contributes to the achievement of all of Government's objectives. In particular, it has a fundamental role in Government achieving its objectives for sustained economic growth. AEEL touches at the heart of the economy through its accountability to ensure that Saskatchewan has the knowledgeable and skilled people needed to drive the province's prosperity. This is achieved through a robust post-secondary system, effective supports for labour market attachment, a responsive immigration strategy, a significant contribution to research and innovation, a labour environment that is fair, balanced, and conducive to business attraction and growth, and with focused attention on safe and healthy workplaces.

To achieve these goals AEEL will:

- ensure a skilled workforce to meet existing and future labour market demand;
- ensure that Saskatchewan's post-secondary system is characterized by: excellence, innovation, inclusion and accountability, and is responsive to the needs of learners and Saskatchewan's labour market;
- increase post-secondary education levels and labour market participation of First Nations and Métis peoples to meet existing and future labour market demand;
- support increased attraction and retention of newcomers to Saskatchewan;
- foster productive, safe, and competitive workplaces; and,
- improve the effectiveness and efficiency of the Ministry's programs, services, and systems to ensure the best use of public funds.

I accept responsibility for furthering Government's commitments while ensuring the Ministry is managed with integrity and professionalism, with a commitment to Government's corporate values and principles. Examining programs and services to ensure the most effective and efficient delivery possible is a key priority for all ministries and an activity that will be reported on as results are achieved.

I will report on the progress made toward this Plan, within the financial parameters provided to my Ministry, in the Ministry's annual report.

The Honourable Rob Norris
Minister of Advanced Education, Employment and Labour
Minister Responsible for Immigration

Response to Government Direction

Ministry Plans for 2010-11 align with Government's **vision for a secure and prosperous Saskatchewan, leading the country in economic and population growth, while providing opportunity for a high quality of life for all**. Government's vision, goals, and priorities for the upcoming year are described in the ***Government Direction for 2010-11: Balanced. Forward-Looking. Responsible.***

Government's Plan and Budget for 2010-11 are about finding balance: responsibly managing expenditures, ensuring a solid revenue base, minimizing debt levels, and ensuring everyone can benefit from the province's economic prosperity.

To maintain the province's economic momentum, steps need to be taken to slow the growth in government expenditures. Direction has been provided to find ways to improve the effectiveness and efficiency of government's programs and services, and ensure the best use of public funds. Efforts will focus on responsible financial management and innovative solutions to improve services to the public while reducing government's overall footprint. To that end, AEEL remains focused on continuous improvement and will continue to enhance service delivery to clients via service integration and program and outcome evaluation.

Similar to the ministry plans presented last year, the Plan for 2010-11 communicates a high-level framework for the Ministry's key activities and identifies how the Ministry works to support Government's goals and priorities.

Mission Statement

The Ministry promotes provincial economic growth and prosperity through strategic leadership that encourages and supports the development of a diverse, highly skilled, and productive workforce; attraction of new residents to the province; creation of fair, safe, and supportive workplaces; a fair and balanced labour environment; and dynamic and integrated innovation. AEEL and its partners are committed to help Saskatchewan residents achieve their desired educational and employment outcomes.

Strategies and Actions

Government Goal – Economic Growth

Sustain **Economic Growth** for the benefit of Saskatchewan people, ensuring the economy is ready for growth and positioning Saskatchewan to meet the challenges of economic and population growth and development.

Strategy	Key 2010-11 Actions
Ensure a skilled workforce to meet existing and future labour market demand	• Finalize and implement a provincial Labour Market Strategy that fosters a collaborative implementation approach with key stakeholders. • Increase the number of health care professionals by supporting the continued expansion of training seats for physicians and nurses and participation in the recruitment of foreign trained doctors and nurses. • Work with regulatory bodies, other ministries, and other Canadian jurisdictions to continue implementation of Chapter 7 of the Agreement on Internal Trade, including monitoring and negotiating exceptions to labour mobility. • Maintain Government's efforts to retain and attract skilled and educated young people by continuing to fund the Graduate Retention Program. • Enhance efforts to ensure demand-based training and employment programs better meet the needs of employers in key economic sectors and lead to long-term sustainable employment for Saskatchewan workers. • Work with Western Canadian jurisdictions to build partnerships related to labour market development and post-secondary education.
Ensure that Saskatchewan's post-secondary system is characterized by excellence, innovation, inclusion and accountability, and is responsive to the needs of learners and Saskatchewan's labour market	• Provide leadership and funding to support the operations and infrastructure of the post-secondary education system, ensuring high quality programs and services at an affordable cost to students. • Support individuals with financial needs to participate and be successful in post-secondary education, including the following enhancements to student financial supports: ~ changing eligibility assessment criteria which will increase the number of eligible students and the amounts they receive; and, ~ reducing interest rates to prime for all Saskatchewan Student Loans in repayment. • Promote research and innovation, including provision of financial support for the Canadian Light Source and InterVac. • Work with post-secondary institutions and employers to implement an experiential learning model which could include more co-op and applied learning opportunities. • Undertake a review of the regional college system.

Strategy	Key 2010-11 Actions
Increase post-secondary education levels and labour market participation of First Nations and Métis peoples to meet existing and future labour market demand	• Support the equitable and sustainable participation of First Nations and Métis peoples in Saskatchewan's economy through: ~ an array of programs and services to assist First Nations and Métis peoples in achieving sustainable employment; and, ~ new and/or enhanced local partnerships with First Nations and Métis peoples for employment services.
Support increased attraction and retention of newcomers to Saskatchewan	• Continue to implement the Immigration Strategy by: ~ developing business immigration streams to attract immigrant entrepreneurs; ~ creating new programs within the Ministry's new settlement service delivery model; ~ attracting skilled immigrants to meet the labour market needs of employers; ~ enhancing efforts to recruit international students; ~ ensuring adequate protection of foreign workers; ~ facilitating the assessment and recognition of international qualifications and ensuring that newcomers have the opportunity to use their education, skills, and work experience; and, ~ implementing an online application process.

Government Goal – Security

Secure Saskatchewan as a safe place to live and raise a family where people are confident in their future, ensuring the people of Saskatchewan benefit from the growing economy.

Strategy	Key 2010-11 Actions
Foster productive, safe, and competitive workplaces	• Ensure a regulatory environment that encourages safe and productive workplaces by ensuring employment and occupational health and safety standards are met. • Promote a competitive labour environment through active involvement with entrepreneurs, employers, employees, unions, and labour organizations ensuring best practices are followed. • Support the activities of the Workers' Compensation Board Committee of Review in accordance with statutory requirements. • Increase young workers' and employers' awareness of their rights and responsibilities related to changes in the minimum age of employment.

Government Goal – Promises

Keep Government's **Promises** and fulfill the commitments of the election, operating with integrity and transparency, accountable to the people of Saskatchewan.

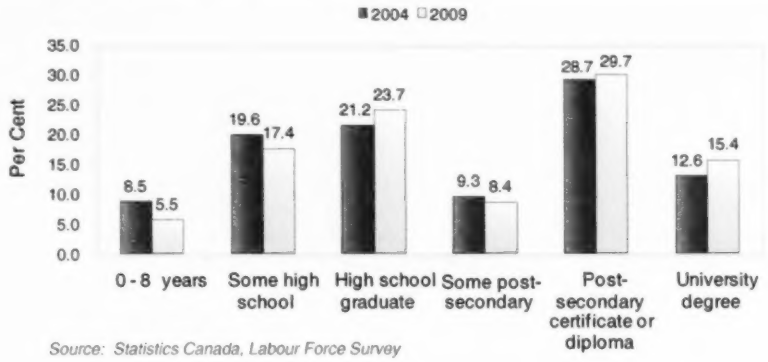
Strategy	Key 2010-11 Actions
Improve the effectiveness and efficiency of the Ministry's programs, services, and systems to ensure the best use of public funds	• Establish a Quality Assurance framework for the province's post-secondary education system. • Work with public post-secondary institutions to expand the range of education data collected and shared between the Ministry, institutions, and Statistics Canada in order to enhance reporting and accountability. • Continue transformation of the Ministry with a focus on improved integrated client service delivery and continuous improvement management practices. • Improve engagement with Ministries to ensure government programs and services address gender equality and equity. • Review mediation services currently offered to eliminate duplication with similar services offered by the Ministry of Justice and Attorney General.

Performance Measures

Measure

Educational attainment of population aged 15 years and over and labour force attachment by credential

Baseline / Trend Line Information



Source: Statistics Canada, Labour Force Survey

Employment Rate (%) by Education Level, Population Aged 15 Years and Over, Saskatchewan, 2004 to 2009						
Education level	2004	2005	2006	2007	2008	2009
Total, all education levels	64.3	64.6	65.9	66.8	66.9	66.5
Less than high school	38.3	39.7	42.5	43.4	42.5	40.4
High school graduate	74.0	71.7	73.9	74.5	73.2	72.5
Some post-secondary	67.5	67.0	68.4	69.8	69.9	68.7
Post-secondary certificate or diploma	74.4	74.8	73.9	74.1	75.6	75.0
University degree	80.6	80.0	80.3	81.1	79.5	81.1

Source: Statistics Canada, Labour Force Survey

Measure Description

These indicators reflect the critical importance of educational attainment and its relationship to employment. Research shows that individuals with higher levels of educational attainment are more likely to have higher wages, higher rates of employment, sustained employment, shorter periods of unemployment, and better health outcomes. Education is also a key component to productivity growth, which in turn results in a higher standard of living, and supports Government's goal of sustaining Economic Growth. Although levels of educational attainment change slowly, it is critical that these levels continue to increase for Saskatchewan to maintain a quality, skilled labour force.

The educational attainment of population measure identifies the educational attainment of the province's population aged 15 years and older. Data from Statistics Canada's Labour Force Survey indicate that the education attainment of Saskatchewan's labour force has risen between 2004 and 2009. The proportion of individuals with less than high school has decreased while those completing high school, a post-secondary certificate or diploma or a university degree have increased.

The labour force attachment by credential measure reflects the importance of education to employment by measuring the employment rate of the population over the age of 15 years by level of education. This data is collected by Statistics Canada for the Labour Force Survey. In general, individuals with a post-secondary

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certificate or diploma or a university degree have higher rates of employment than high school graduates and significantly higher rates of employment than individuals who have not completed high school. Employment rates overall have increased in Saskatchewan in recent years due to the province's strong economy and the corresponding general increase in demand for labour in all sectors of the economy.

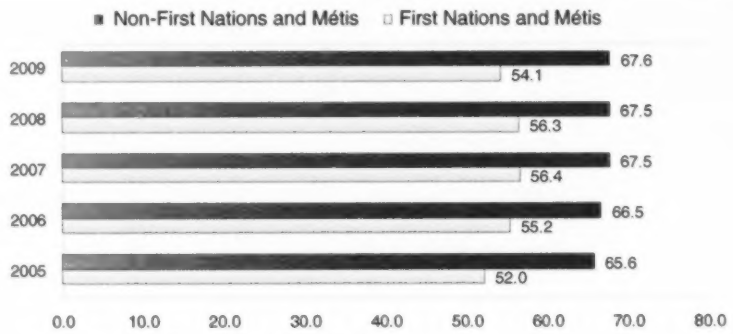
Government can influence these measures by supporting a post-secondary system where individuals can access programs, receive the support they need to complete their programs, and attach successfully to the labour force.

This measure supports the following strategies: Ensure a skilled workforce to meet existing and future labour market demand and ensure that Saskatchewan's post-secondary system is characterized by excellence, innovation, inclusion and accountability, and is responsive to the needs of learners and Saskatchewan's labour market.

Measure

Employment rate of off-reserve First Nations and Métis and non-First Nations and Métis populations aged 15 years and over

Baseline / Trend Line Information



Source: Statistics Canada, Labour Force Survey

Note: Statistics Canada's Labour Force Survey is the most reliable source of annual Aboriginal labour force characteristics but includes information for off-reserve First Nations and Métis peoples only. The employment rate for the non-First Nations and Métis population is based on a larger sample size and therefore has a higher degree of statistical reliability than that for First Nations and Métis peoples.

Measure Description

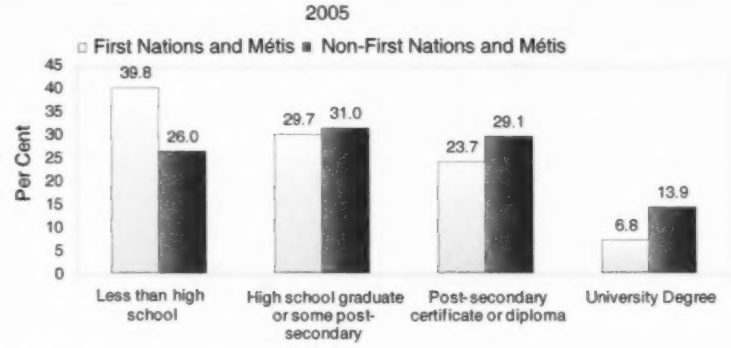
This measure identifies the employment rates for First Nations and Métis and non-First Nations and Métis populations and shows that a smaller proportion of First Nations and Métis peoples are employed in Saskatchewan compared to non-First Nations and Métis peoples. Employment rates are collected for Statistics Canada's Labour Force Survey and reflect employment rates for individuals living off-reserve only. On-reserve employment rates are only available every five years through Statistics Canada's Census of Population.

Increased First Nations and Métis employment is critical for Government's goal of sustaining Economic Growth. Between 2005 and 2009, employment rates increased for First Nations and Métis peoples, which suggests that First Nations and Métis peoples are more active in Saskatchewan's economy. However, the gap in employment rates between First Nations and Métis peoples and non-First Nations and Métis peoples remains. One of the factors that result in lower First Nations and Métis employment rates is lower levels of educational attainment.

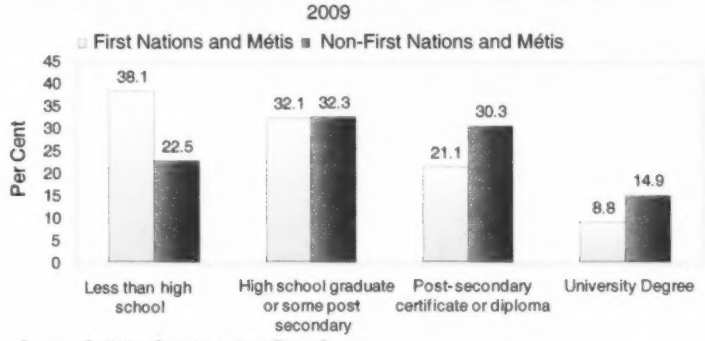
Government can influence this measure by supporting a post-secondary system where individuals can access programs, receive the support they need to complete their programs, and attach successfully to the labour force.

This measure supports the following strategy: Increase post-secondary education levels and labour market participation of First Nations and Métis peoples to meet existing and future labour market demand.

Measure	Baseline / Trend Line Information
Educational attainment of First Nations and Métis and non-First Nations and Métis populations aged 15 years and over	



Source: Statistics Canada, Labour Force Survey



Source: Statistics Canada, Labour Force Survey
Note: Statistics Canada's Labour Force Survey is the most reliable source of annual Aboriginal labour force characteristics but includes information for off-reserve First Nations only. The educational attainment for the non-First Nations and Métis population is based on a larger sample size and therefore has a higher degree of statistical reliability than that for First Nations and Métis peoples.

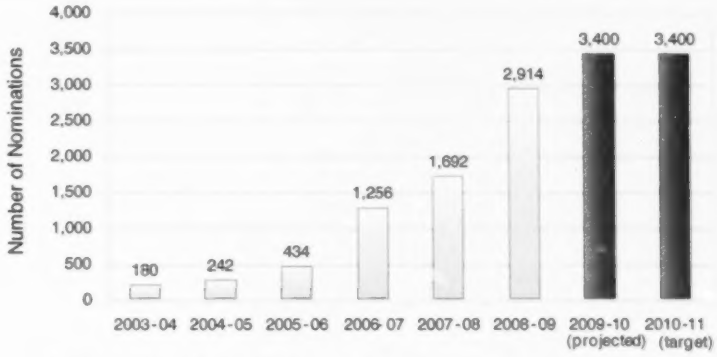
Measure Description

The measure identifies educational attainment rates for the province's First Nations and Métis and non-First Nations and Métis populations and shows the differences in the level of educational attainment of the two groups between 2005 and 2009. Educational attainment data is collected by Statistics Canada's Labour Force Survey and reflects the educational attainment of individuals living off-reserve only. On-reserve employment rates are only available every five years through Statistics Canada's Census of Population.

Higher educational attainment is an important factor in gaining and maintaining employment and thus supports Government's goal of sustaining Economic Growth. Individuals with higher levels of educational attainment are more likely to have higher wages, sustained employment, shorter periods of unemployment, and better health outcomes. However, because education levels change slowly over time, data should be analyzed over a period of time. The First Nations and Métis population continues to lag behind the non-First Nations and Métis population in the completion of high school and post-secondary education. With a young and growing First Nations and Métis population, it is essential that supports are in place to help ensure increasing numbers of First Nations and Métis youth complete high school, are successful in post-secondary education, and enter the workforce.

Government can influence this measure by supporting a post-secondary system where individuals can access programs and receive the support they need to complete their programs.

This measure supports the following strategy: Increase post-secondary education levels and labour market participation of First Nations and Métis peoples to meet existing and future labour market demand.

Measure	Baseline / Trend Line Information
Number of Saskatchewan Immigrant Nominee Program nominees	

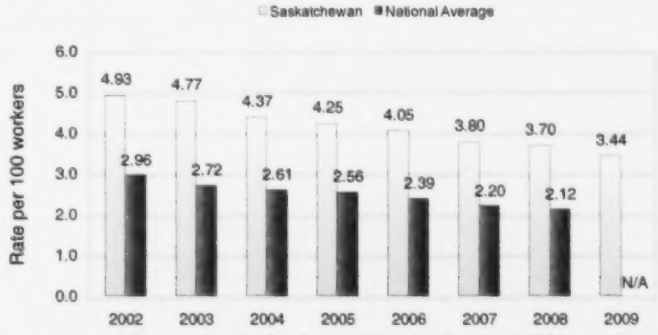
Source: Immigrant Services Division
Note: Unless otherwise indicated, all figures are actuals.

Measure Description

The measure provides an indication of the level of activity in the Saskatchewan Immigrant Nominee Program (SINP). The SINP attracts skilled workers, entrepreneurs, and their families by linking them with employment and economic development opportunities and, in doing so, supports the Government goal of sustaining Economic Growth. There are multiple factors that influence the number of applications and subsequent nominations under the SINP and, as a result, impact immigration rates to the province. These factors include availability of jobs, size of immigrant cultural group, and awareness of the SINP.

The SINP has a target of 3,400 nominations for the 2010-11 fiscal year, which should result in over 10,000 newcomers to the province with the arrival of nominees' accompanying family members. SINP data is collected by the Ministry's Immigration Services Division. The Ministry has a moderate level of influence on this measure as it is in part dependent on the involvement of the federal government and co-operation of participating employers.

This measure supports the following strategy: Support increased attraction and retention of newcomers to Saskatchewan.

Measure	Baseline / Trend Line Information
Work time-loss injury rate (per 100 workers)	

Source: Association of Workers' Compensation Boards of Canada (AWCBC) for national rates and Saskatchewan Workers' Compensation Board for Saskatchewan rates
Note: For the calculation of national rates, junsdictions may update historical figures, resulting in changes to previous years' national rates.

Measure Description

This measure provides an indicator of the relative number, type, and severity of injuries for most workplaces in comparison to the average for the rest of Canada by measuring the number of lost-time injuries (workplace injuries that result in time away from work) reported to, and accepted by, the Workers' Compensation Board (WCB) per 100 full-time equivalent workers. A reduction in the number of lost-time claims indicates fewer workers being injured or becoming ill on the job. The data is based on WCB statistics, focuses on traumatic events such as injuries rather than illnesses, and does not cover all workers. The Ministry has limited direct influence on the overall workplace injury rate. Different industries have different reported injury rates, and changing demographics and rapid industry growth influence workplace injuries and illnesses, which can affect the overall rate.

Safe workplaces are a key contributor to economic growth and prosperity. While the workplace time-loss injury rate shows a continual decrease from 2002 to 2009, Saskatchewan has the second highest workplace injury rate in Canada. For the first time, WorkSafe has established a provincial total injury rate that measures all injuries and more accurately reflects its desire to achieve Mission: Zero – the elimination of work-related injuries and illnesses. Government can influence this rate through public education, maintenance of Occupational Health and Safety committees and workplace inspections.

This measure supports the following strategy: Foster productive, safe, and competitive workplaces.

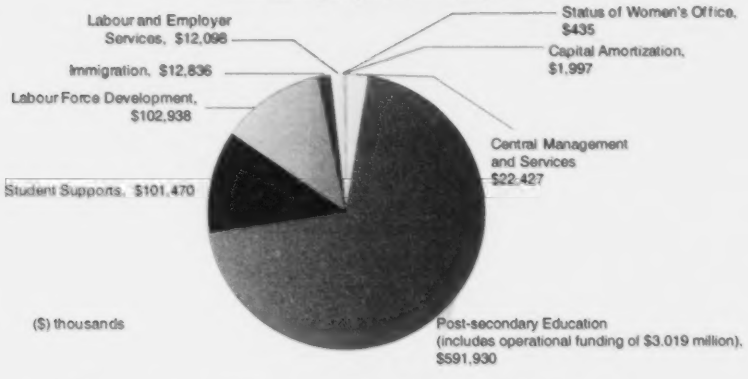
Financial Summary

Highlights of Appropriation and Expense 2010-11

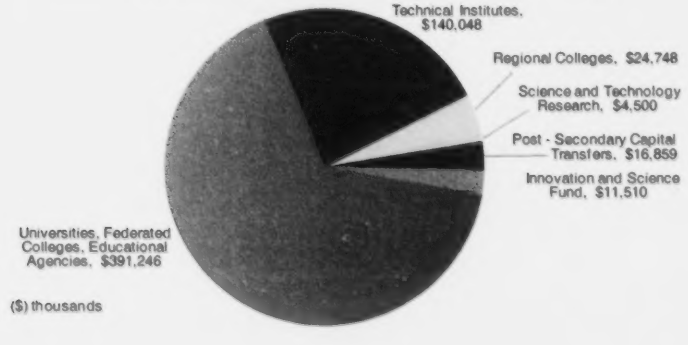
2010-11 Estimates	(In thousands of dollars)
Central Management and Services	22,427
Student Supports	101,470
Post-Secondary Education	591,930
Immigration	12,836
Labour Force Development	102,938
Labour and Employer Services	12,098
Status of Women Office	435
Major Capital Asset Acquisitions	7,580
Total Appropriation	**851,714**
Capital Asset Acquisitions	(7,580)
Capital Asset Amortization	1,997
Total Expense	**845,131**
FTE Staff Complement	**583.3**

For more information, see the Budget Estimates at: http://www.finance.gov.sk.ca/budget/2010-11

AEEL Budget ($846 million)


Labour and Employer Services, $12,098
Immigration, $12,836
Labour Force Development, $102,938
Student Supports, $101,470
($) thousands
Status of Women's Office, $435
Capital Amortization, $1,997
Central Management and Services $22,427
Post-secondary Education (includes operational funding of $3.019 million), $591,930

AEEL - Post Secondary Education Budget ($589 million)


Technical Institutes, $140,048
Regional Colleges, $24,748
Science and Technology Research, $4,500
Post - Secondary Capital Transfers, $16,859
Innovation and Science Fund, $11,510
Universities, Federated Colleges, Educational Agencies, $391,246
($) thousands

HIGHLIGHTS

AEEL Budget Highlights:

- Overall 2010-11 budget of $846.1 million, an increase of $7.7 million.
- Provide $556 million to support operations of Saskatchewan's post-secondary institutions – an overall increase of 5.1 per cent over 2009-10.
- Provide $16.3 million in increased operating funding to Saskatchewan's universities, limiting the average tuition increase to about five per cent.
- Provide $97.7 million in support for students through student loans, grants, bursaries, Provincial Training Allowance, and the Graduate Retention Program.
- Provide enhancements to student support programs, including: full-time students can earn as much as they choose during their study period without affecting their eligibility for financial assistance; interest rates will be reduced to prime on repayable loans; and, ownership of vehicles by students is allowed without affecting the level of financial assistance.
- Continue to work in partnership with the Ministry of Health and Saskatchewan's post-secondary institutions, investing $7.9 million in additional training seat expansions for registered nurses and physicians.
- Support research and innovation in Saskatchewan by providing $11.5 million to the Innovation and Science Fund, including funding for the International Vaccine Centre (InterVac) at the University of Saskatchewan.
- Provide $1 million in new operational funding for the Canadian Light Source synchrotron.
- Provide $19.7 million to continue apprenticeship training.
- Ensure training and employment programs are demand-based to better meet the needs of employers in key economic sectors and lead to long-term sustainable employment for Saskatchewan workers.
- Continue to develop new and/or enhanced local partnerships with First Nations and Métis peoples for key training and employment services.
- Enhance efforts to attract, retain, and settle international immigrants to Saskatchewan, including launching a new online portal for potential newcomers and an online application form for the Saskatchewan Immigrant Nominee Program – a first in Canada.
- Enhance efforts to recruit international students and retain graduates in Saskatchewan's labour force.
- Increase young workers' and employers' awareness of their rights and responsibilities related to changes in the minimum age of employment through the Young Workers Readiness Certificate Course, launched in 2010.
- Support workers and employers across the province in improving safety outcomes in Saskatchewan workplaces.

For More Information

Please visit the Ministry's website at **www.aeel.gov.sk.ca**, or call (306) 787-9478 for more information on the Ministry's programs and services.